

**COUNCIL ON SOCIAL WORK EDUCATION - FORM AS 4(B)**  
**([Concordia College – Moorhead MN](#)) BACCALAUREATE SOCIAL WORK PROGRAM**  
**ASSESSMENT OF STUDENT LEARNING OUTCOMES – Academic Year 2022-2023**

**Form AS 4(B):** A form required for Reaffirmation, Candidacy, and ongoing compliance per AS 4.0.3.

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**Submitting Form AS 4 for Reaffirmation Self-Study & Candidacy Benchmarks**

This form is used to assist the COA in the evaluation of the program's compliance with the accreditation standard below:

**4.0.3:** The program uses Form AS 4(B) and/or Form AS 4(M) to report its most recent assessment outcomes for each program option to constituents and the public on its website and routinely updates (minimally every 2 years) its findings. [See outcomes on page 18.](#)

All programs accredited by the Council on Social Work Education's Commission on Accreditation (COA) are required to measure and report student learning outcomes. All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards (EPAS) and any additional competencies programs may choose to add. These holistic competencies reflect the dimensions (knowledge, values, skills, and cognitive & affective processes) of social work practice that all social workers are expected to master during their professional training.

Programs determine a percentage-based benchmark for each competency and determine an outcome-measure benchmark (minimum score) for each measure. The competency benchmark (which can differ for each competency) represents the minimum percent of students the program expects to have achieved the outcome measure benchmarks in both/all measures for each of the nine competencies. The program then determines the percentage of students that attained each outcome measure (e.g., minimum score or higher), and aggregates the percentages for both/all measures together to obtain the percentage of students demonstrating competence inclusive of two (2) or more measures. The result of aggregating both/all outcome measure percentages provides the percentage of students achieving the competency benchmark. An aggregated percentage at or above the competency benchmark is considered achievement of that competency. If the program has more than one program option, the program must report data for each program option, and also an aggregate of all program options combined to determine an overall percentage of students across all program options achieving the competency benchmark.

**Posting Form AS 4 for Ongoing Compliance with AS 4.0.3**

Per the requirement of CSWE COA's recognizing body, the Council on Higher Education Accreditation (CHEA), and accreditation standard 4.0.3, programs must post this form publicly on its website and routinely up-date (minimally every 2 years) its findings. Upon request, programs must provide CSWE with the weblink to the published form on the program's website where it is accessible to the public. Data presented on the form must be collected within 2 years of today's date at all times.

**Summary of the Program's Assessment Plan | Generalist Practice:** All students are assessed using a minimum of two measures on their mastery of the nine competencies that comprise the Educational Policy and Accreditation Standards of the Council on Social Work

	<b>AS 4.0.1 ASSESSMENT PLAN TABLE</b>						
	<b>DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE</b>						
	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 1: Demonstrate ethical and professional behavior	80% $\geq$ 4.0	Measure 1: Field Evaluation	1.1 Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context. (Field evaluation item #1)	Knowledge; C/A processes	Measure 1:  Aggregate student scores on Field Evaluation items 1-5	Measure 1:  Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			1.2 Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. (Field evaluation item #2)	Values; Skills			
			1.3 Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. (Field evaluation item #3a, 3b, 3c)	Skills			

			1.4 Use technology ethically and appropriately to facilitate practice outcomes. (Field evaluation item #4)	Knowledge; Skills			
			1.5 Use supervision and consultation to guide professional judgment and behavior. (Field evaluation item #5)	Skills; C/A Processes			
	<b>DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive &amp; affective processes)</b>						
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 1: Demonstrate ethical and professional behavior	80% $\geq$ 4.0	Measure 2: Senior Capstone Project Evaluation	1.1 Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context. (Senior capstone evaluation item #1)	Knowledge; C/A Processes	Measure 2: Aggregate student scores on Senior Capstone Evaluation items 1-4.	Measure 2: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence.
			1.2 Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. (Senior capstone evaluation item #2)	Values; Skills			
			1.3 Demonstrate professional demeanor in	Skills			Determine whether this percentage

			behavior; appearance; and oral, written, and electronic communication. (Senior capstone evaluation item #3)				met the Competency Benchmark.
			1.5 Use supervision and consultation to guide professional judgment and behavior. (Senior capstone evaluation item #4)	Skills; C/A Processes			
<b>DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE</b>							
Competency 2: Engage diversity and difference in practice	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
	80% $\geq$ 4.0	Measure 1: Field Evaluation	2.1 Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. (Field evaluation item #6)	Knowledge; C/A Processes	Measure 1: Aggregate student scores on Field Evaluation items 6-8	Measure 1: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the
			2.2 Present themselves as learners and engage clients and constituencies as experts of their own experiences. (Field evaluation item #7)	Skills; C/A Processes			
			2.3 Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. (Field evaluation item #8)	Values; Skills			

							Competency Benchmark.
	DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive & affective processes)						
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 2: Engage diversity and difference in practice	80% ≥ 4.0	Measure 2: Senior Capstone Project Evaluation AND: Cultural Self-Study (SWK 350 Course-embedded measure)	2.1 Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. (Culture self-study rubric item #1)	Knowledge; C/A Processes	Measure 2: Aggregate student scores on Senior Capstone Evaluation item 5 AND Cultural Self-Study items 1 and 2.	Measure 2: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			2.2 Present themselves as learners and engage clients and constituencies as experts of their own experiences. (Senior capstone evaluation item #5)	Skills; C/A Processes			
			2.3 Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. (Cultural self-study rubric item #2)	Values; Skills			
	DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE						
	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 3: Advance	80% ≥ 4.0	Measure 1:	3.1 Apply their understanding of social,	Knowledge; Skills	Measure 1:	Measure 1:	

human rights and social, economic, and environmental justice		Field Evaluation	economic, and environmental justice to advocate for human rights at the individual and system levels. (Field evaluation item #9)		Aggregate student scores on Field Evaluation items 9 and 10	Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			3.2 Engage in practices that advance social, economic, and environmental justice. (Field evaluation item #10)	Values; Skills			
	DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive & affective processes)						
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 3: Advance human rights and social, economic, and	80% ≥ 4.0	Measure 2: Policy Brief Rubric  (SWK 320 Course-	3.1 Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system	Knowledge; C/A Processes	Measure 2: Aggregate student scores on Policy Brief	Measure 2: Students must score a minimum	Determine the percentage of students that attained the benchmark for each

environmental justice		embedded measure)	levels. (Policy analysis rubric item #1 )		Rubric items 1 and 2.	of 4 out of 5 points.	outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			3.2 Engage in practices that advance social, economic, and environmental justice. (Policy analysis rubric item #2)	Values; Skills			
DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE							
	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 4: Engage in practice-informed research and research-informed practice	80% ≥ 4.0	Measure 1: Field Evaluation	4.1 Use practice experience and theory to inform scientific inquiry and research. (Field evaluation item #11)	Knowledge; C/A Processes	Measure 1: Aggregate student scores on Field Evaluation items 11-13	Measure 1: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students
			4.2 Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. (Field evaluation item #12)	Knowledge; C/A Processes			
			4.3 Use and translate research evidence to inform and improve practice,	Knowledge; Skills			

			policy, and service delivery. (Field evaluation item #13)				demonstrating competence. Determine whether this percentage met the Competency Benchmark.
<b>DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive &amp; affective processes)</b>							
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 4: Engage in practice-informed research and research-informed practice	80% $\geq$ 4.0	Measure 2: Senior Capstone Project Evaluation	4.1 Use practice experience and theory to inform scientific inquiry and research. (Senior capstone evaluation item #6)	Knowledge; C/A Processes	Measure 2: Aggregate student scores on Senior Capstone Evaluation items 6-8	Measure 2: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			4.2 Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. (Senior capstone evaluation item #7)	Knowledge; C/A Processes			
			4.3 Use and translate research evidence to inform and improve practice, policy, and service delivery. (Senior capstone evaluation item #8)	Knowledge; Skills			

	DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE						
	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 5: Engage in policy practice	80% $\geq$ 4.0	Measure 1: Field Evaluation	5.1 Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. (Field evaluation item #14)	Knowledge; C/A Processes	Measure 1: Aggregate student scores on Field Evaluation items 14-16	Measure 1: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			5.2 Assess how social welfare and economic policies impact the delivery of and access to social services. (Field evaluation item #15)	Skills; C/A Processes			
			5.3 Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. (Field evaluation item #16)	Values; C/A Processes			
	DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive & affective processes)						
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 5: Engage in policy practice	80% $\geq$ 4.0	Measure 2: Policy Brief Rubric	5.1 Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and	Knowledge; C/A Processes	Measure 2: Aggregate student	Measure 2: Students must score	Determine the percentage of students that attained the

		(SWK 320 Course-embedded measure)	access to social services. (Policy analysis rubric item #3)		scores on Policy Brief Rubric items 3, 4, and 5.	a minimum of 4 out of 5 points.	benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Benchmark.
			5.2 Assess how social welfare and economic policies impact the delivery of and access to social services. (Policy analysis rubric item #4)	Skills; C/A Processes			
			5.3 Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. (Policy brief rubric item #5)	Values; C/A Processes			
<b>DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE</b>							
	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 6: Engage with individuals, families, groups, organizations, and communities	80% $\geq$ 4.0	Measure 1: Field Evaluation	6.1 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. (Field evaluation item #17 )	Knowledge; Skills	Measure 1: Aggregate student scores on Field Evaluation items 17 and 18	Measure 1: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of
			6.2 Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. (Field evaluation item #18)	Skills; C/A Processes			

							students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
<b>DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive &amp; affective processes)</b>							
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 6: Engage with individuals, families, groups, organizations, and communities	80% $\geq$ 4.0	Measure 2: Interview Critique  (SWK 326 Course-embedded measure)	6.1 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. (Interview critique rubric item #1)	Knowledge; Skills	Measure 2: Aggregate student scores on Interview Critique items 1 and 2.	Measure 2: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage
			6.2 Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. (Interview critique rubric item #2)	Skills; C/A Processes			

							met the Competency Benchmark.
<b>DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE</b>							
	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 7: Assess individuals, families, groups, organizations, and communities	80% $\geq$ 4.0	Measure 1: Field Evaluation	7.1 Collect and organize data, and apply critical thinking to interpret information from clients and constituencies. (Field evaluation item #19)	Skills; C/A Processes	Measure 1: Aggregate student scores on Field Evaluation items 19-22	Measure 1: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the
			7.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. (Field evaluation item #20)	Knowledge; C/A Processes			
			7.3 Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients	Skills; C/A Processes			

			and constituencies. (Field evaluation item #21)				Competency Benchmark.
			7.4 Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. (Field evaluation item #22)	Knowledge; Values; C/A Processes			
<b>DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive &amp; affective processes)</b>							
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 7: Assess individuals, families, groups, organizations, and communities	80% $\geq$ 4.0	Measure 2: Senior Capstone Project Evaluation	7.1 Collect and organize data, and apply critical thinking to interpret information from clients and constituencies. (Senior capstone evaluation item #9)	Skills; C/A Processes	Measure 2: Aggregate student scores on Senior Capstone Evaluation items 9-11	Measure 2: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the
			7.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. (Senior capstone evaluation item #10)	Knowledge; C/A Processes			
			7.4 Select appropriate intervention strategies based on the assessment, research knowledge, and	Knowledge; Values; C/A Processes			

			values and preferences of clients and constituencies. (Senior capstone evaluation item #11)				Competency Benchmark.
<b>DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE</b>							
	Competency Benchmark	Measures	Performance Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 8: Intervene with individuals, families, groups, organizations, and communities	80% $\geq$ 4.0	Measure 1: Field Evaluation	8.1 Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. (Field evaluation item #23)	Skills; C/A Processes	Measure 1: Aggregate student scores on Field Evaluation items 23-27	Measure 1: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			8.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. (Field evaluation item #24)	Knowledge; C/A Processes			
			8.3 Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. (Field evaluation item #25)	Knowledge; Skills			
			8.4 Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies. (Field evaluation item #26)	Skills; C/A Processes			
			8.5 Facilitate effective transitions and endings that	Skills;			

			advance mutually agreed-on goals. (Field evaluation item #27)	C/A Processes			
	DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive & affective processes)						
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 8: Intervene with individuals, families, groups, organizations, and communities	80% ≥ 4.0	Measure 2: Senior Capstone Project Evaluation	8.1 Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. (Senior capstone evaluation item #12)	Skills; C/A Processes	Measure 2: Aggregate student scores on Senior Capstone Evaluation items 12-14	Measure 2: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			8.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. (Senior capstone evaluation item #13)	Knowledge; C/A Processes			
			8.3 Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. (Senior capstone evaluation item #14)	Knowledge; Skills			
	DIMENSION MEASURE IN REAL OR SIMULATED PRACTICE EXPERIENCE						
	Competency	Measures	Performance Description	Dimension(s)	Assessment	Outcome	Assessment

	Benchmark				Procedures	Measure Benchmark	Procedures: Competency
Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities	80% ≥ 4.0	Measure 1: Field Evaluation	9.1 Select and use appropriate methods for evaluation of outcomes. (Field evaluation item #28)	Knowledge; Skill	Measure 1: Aggregate student scores on Field Evaluation items 28-31	Measure 1: Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			9.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. (Field evaluation item #29)	Knowledge; C/A Processes			
			9.3 Critically analyze, monitor, and evaluate intervention and program processes and outcomes. (Field evaluation item #30)	Skills; C/A Processes			
			9.4 Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. (Field evaluation item #31)	Skills; C/A Processes			
	DIMENSION(S) MEASURE (knowledge, values, skills, and cognitive & affective processes)						
	Competency Benchmark	Measures	Description	Dimension(s)	Assessment Procedures	Outcome Measure Benchmark	Assessment Procedures: Competency
Competency 9: Evaluate	80% ≥ 4.0	Measure 2:	9.1 Select and use appropriate methods for	Knowledge; Skill	Measure 2:	Measure 2:	

practice with individuals, families, groups, organizations, and communities		Senior Capstone Project Evaluation	evaluation of outcomes. (Senior capstone evaluation item #15)		Aggregate student scores on Senior Capstone Evaluation items 15-17	Students must score a minimum of 4 out of 5 points.	Determine the percentage of students that attained the benchmark for each outcome measure. Average the percentages together to obtain the percentage of students demonstrating competence. Determine whether this percentage met the Competency Benchmark.
			9.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. (Senior capstone evaluation item #16)	Knowledge; C/A Processes			
			9.3 Critically analyze, monitor, and evaluate intervention and program processes and outcomes. (Senior capstone evaluation item #17)	Skills; C/A Processes			
			9.4 Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. (Senior capstone evaluation item #17)	Skills; C/A Processes			

**Assessment Data Collected during the Academic Year (2022-2023)**

COMPETENCY	COMPETENCY BENCHMARK  (80% of students will score a 4 or higher on a 5-point Likert scale used for all measures)	PERCENTAGE OF STUDENTS ACHIEVING BENCHMARK
<b>Competency 1: Demonstrate Ethical and Professional Behavior</b>	80% > 4.0	98%
<b>Competency 2: Engage Diversity and Difference in Practice</b>	80% > 4.0	93%
<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>	80% > 4.0	92%
<b>Competency 4: Engage In Practice-informed Research and Research-informed Practice</b>	80% > 4.0	93%
<b>Competency 5: Engage in Policy Practice</b>	80% > 4.0	83%
<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>	80% > 4.0	89%
<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>	80% > 4.0	100%
<b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b>	80% > 4.0	100%
<b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b>	80% > 4.0	100%